Missouri National Guard

FY2027

ASPIRATION	Provide the essential state partnership that ensures the Missouri National Guard is always mission-ready

THEMES	Recruit, Retain & Reward Talent	Commit to Process Improvement	Build Strong Teams & Leaders	Mission Alignment
INITIATIVES	• Create a quarterly New Hire Training Day at Ike Skelton to welcome team members to the department, increase their knowledge of both state government and MONG, introduce them to department leaders and build organizational loyalty. • Develop a long-term plan to support employee appreciation efforts throughout the year	• Develop and implement an electronic request process for the Archives program • Reduce department cost by implementing vendor boot program to meet employee equipment needs while reducing cost • Digitize property books • Develop standard operating procedures for Procurement to improve communication and efficiency with internal stakeholders	• Develop quick reference training guides for all positions to retain institutional knowledge • Develop quarterly templates for supervisors to utilize for professional development discussions with employees (improve workforce survey result from 51% to 75% by Dec ‘26)	• Develop a 4-year strategic plan to coincide with the long-term strategy of the Missouri National Guard • Launch annual joint State supervisor/Federal Task Authority Leaders training (one specific area focusing on being a role model for your staff)